



**COMMANDING GENERAL
1ST MARINE AIRCRAFT WING
*Equal Opportunity, Equal Employment
Opportunity, and Anti-Harassment Policy*
1 August 2011**



Marine Corps policy on Equal Opportunity and Equal Employment Opportunity provides equal opportunity for all military members and civilian employees without regard to the "six protected categories", race, color, religion, national origin, gender, or age. This is the policy of our senior leadership. This is my policy. This is our policy.

Discrimination is a biased treatment of a person or group based on race, color, religion, national origin, gender, or age. Sexual harassment is a form of discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical interaction of a sexual nature. Discrimination and sexual harassment are both illegal and fundamentally inconsistent with our core values of honor, courage and commitment. Whether intentional or not, discrimination and harassment adversely affect unit cohesion and impede our ability to perform our mission. Examples of inappropriate or discriminatory treatment are: hazing, often disguised as rites of passage rituals or degrading on the spot correction of a service member or civilian; racial, ethnic, religious, or gender related jokes; use of electronic mail to send disrespectful or inappropriate comments; disparate adjudication of opportunities such as promotions, awards, or performance rating based on race, color, religion, gender, age, or national origin; and covert reprisal against an individual for reporting discriminatory practices. Discrimination or harassment, in any form, will NOT be tolerated in 1st Marine Aircraft Wing.

The chain of command is the primary and preferred method for identifying and correcting discriminatory practices. Members of 1st Marine Aircraft Wing are encouraged to report disparate treatment and inappropriate behavior without fear of reprisal. All allegations of discrimination or sexual harassment will be swiftly and thoroughly investigated and appropriately acted upon in accordance with directives and regulations. It is my responsibility to provide an environment in which an individual's potential for success is not limited by the prejudices and misconceptions of others. Individuals who practice or tolerate discriminatory activities will be subject to administrative and disciplinary action.

Commanders will ensure every member of their command is continually educated and understands Marine Corps policy regarding equal opportunity, the complaint process, request mast, and reprisal prevention. I expect anyone who encounters or observes acts of discrimination or harassment to take appropriate action. Assistance is available through your respective unit Equal Opportunity Representative or the 1st MAW Equal Opportunity Advisor, DSN 645-2058, cell 090-6861-4861.

Semper Fidelis,

W. D. BEYDLER

**Major General, U. S. Marine Corps
Commanding General
1st Marine Aircraft Wing**